
Definitions

The following definitions are given for the terms that are used in the SERS Membership section of the Employer Handbook.

Comparable Compensation refers to the compensation a disability retiree receives from an employer that makes him or her eligible to return to SERS membership when all conditions are met. DRS compares the retiree's current compensation to the compensation received prior to the disability retirement to determine comparable compensation.

Compensated employment means salaries or wages earned for hours of employment.

Eligible position is one that normally requires at least five months each year in which regular compensation is earned for at least 70 hours per month in each of two consecutive years.

Normally, as used in the definition of an eligible position, means a position that requires at least five months each year in which regular compensation is earned for at least 70 hours in each of two consecutive years. Once a position is determined to be eligible, it will continue to be eligible if it requires at least five months of 70 or more hours of compensated service during at least one year in any two-year period.

Plan 2 refers to the funding and benefit provisions covering persons who first became members of the retirement system on or after October 1, 1977, and were converted from PERS Plan 2.

Plan 3 refers to the funding and benefit provisions covering persons who first became members of this retirement system on or after September 1, 2000, or who transfer from Plan 2 under RCW 41.35.510.

Position refers to a group of duties and responsibilities normally assigned to an employee. A position may be filled or vacant, full-time or part-time, seasonal, temporary or permanent.

Year, as used in the definition of an eligible position, means any 12 consecutive month period established, and applied consistently, by an employer to evaluate the eligibility of a specific position. In the case of ongoing positions, the year used by the employer must be the same for all positions. In the case of a project or temporary position, the year used may be specific to the position. The term may include, but is not limited to, a school year, calendar year or fiscal year. Employers should document the 12-month period used to define a year for a given position; e.g., January through December, September through August, April through March, etc.